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Mr Thomas Li
Assistant Secretary (Further Education)
Education Bureau

Dear Mr Li,

In response to your email dated 15 May 2018, we would like to provide our replies as follow:

Reply to Q1:

We employ a small number of part-time academic staff, which is around 10% of the academic workforce, to help out the teaching work.

大學聘用兼職教學人員擔任教學工作，人數佔總體教學人員約 10%。

Reply to Q2:

We employ around 300 full-time academic staff of which over 90% are on renewable contract terms from 1 to 4 years. Their duties focus mainly on teaching. The University has established mechanism to handle contract renewal of academic staff.

大學聘用約 300 名全職教學人員擔任教學工作，超過 90% 為合約制聘任，合約年期 1 至 4 年。大學有既定機制處理教學人員的續任。

Reply to Q3 and Q4:

As a self-financing university, we do not have a tenure system for academic staff.
作為自資大學，公大沒有終身聘任制。

Reply to Q5:

We had around 15 academic staff departures annually in the recent years.
大學每年約有 15 名教學人員離職。

Reply to Q6:

We have established salary scales for academic staff. We are unable to provide data on the median and average monthly salary of academic staff.

公大有訂定教學人員薪級表。大學未能提供教學人員的薪酬資料。

Reply to Q7:

We are unable to provide data on the median and average monthly salary of academic staff. For fringe benefits, we provide annual leave, sick leave, maternity/paternity leave, medical and dental benefits, life insurance and retirement benefits.

大學未能提供教學人員的薪酬資料。大學為僱員提供的福利包括有薪年假，病假、產假及醫療福利，以及保險和退休保障計劃。

Reply to Q8:

We do not provide quarters or housing allowances to academic staff, but a non-accountable composite cash allowance to our senior academic staff.

大學沒有提供員工宿舍或房屋津貼予教學人員，合資格的教學人員可獲發放現金津貼。

Reply to Q9:

We do have such mechanism.

大學沒有此機制。

Reply to Q10:

No, we are not aware of any guidelines.

大學沒有得悉此項指引。

Should you need further information, please feel free to contact me.

Yours sincerely,



Yuk-Shan Wong, PhD, BBS, JP
President and Chair Professor of Biological Sciences